

ILO/Japan  
Multi-bilateral  
Programme

# Working from Home

## From Invisibility to decent work

*Towards fair and sustainable global supply chains:  
Promoting formalization and decent work for invisible  
workers in South Asia*

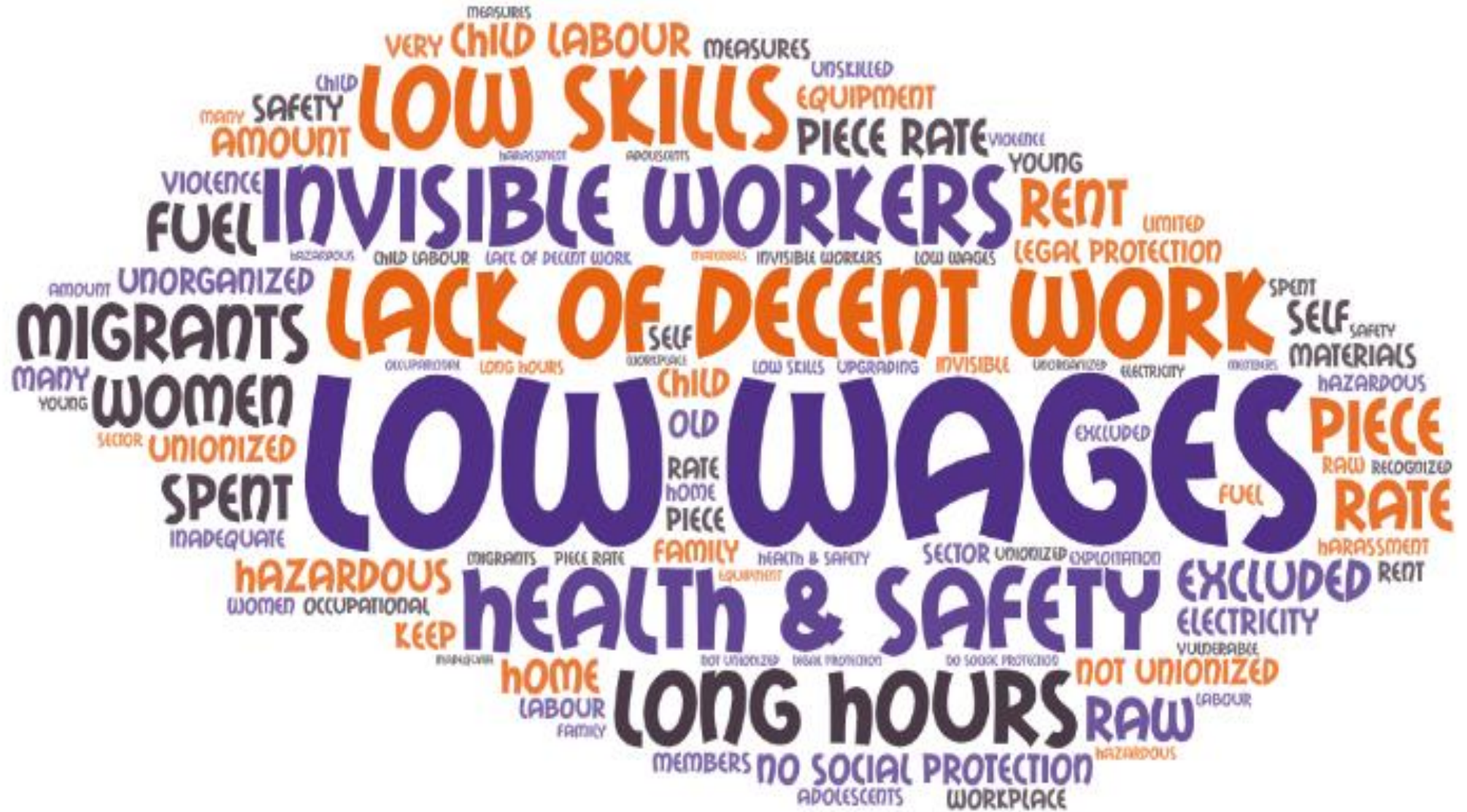
## Some experiences

WEBINAR  
22 January, 2021  
11h – 12h

Bharti Birla









# Gaps in data



Bharti Birla @ILO

# Wages/Income


Types of Employment	Remuneration/ Payment	Paid Remuneration	How is it Decided?	Based work #	Raw Material	Buyer	Intermediary
labours							
Contract (Day 1-2 hrs for 3 months)	Time Piece Rate						
Past Time	- 20 mins - Rs 15				Pan Pim	New Zealand (Hasthakala kor)	Hasthakala kor
	- 15 mins - Rs 10				Painted flower	"	"
Labour (Full time)					Saree	- local shop	- local shop
Contract (New)	Self purchased	- Rs 50			Shoes (Kup-on)	- local shop	- self purchase
Need (Past time)	1 hr/pes				Thangka	- local shop	- self purchase
Basic (Repair)	- 24 hrs (3 days x 8)	- Rs 250			Pancho	- X	- self purchase
Manual (Past time)		300			Wheel Pancho	- intermediary	- Yes
	- 24 hrs (3 days x 8)	- Rs 250				- international	- Yes

Product	Time	Piece Rate
Clothing item	30 mins	Rs 10/piece
gown	30 mins	Rs 15/piece (from intermediary)
Baby		Rs 25/piece (direct)
Baby	35 mins	Rs 15/piece

Task	Person	Days	How Paid
Clothing	1	2	300
Knitting	1	16	8000
Spinning	1	4	3000
QD raw material	1	1	1500
Finishing	1	1	5000
Intermediary adds gold and design			25000
Buyer sells for			25,000 - 1,00,000

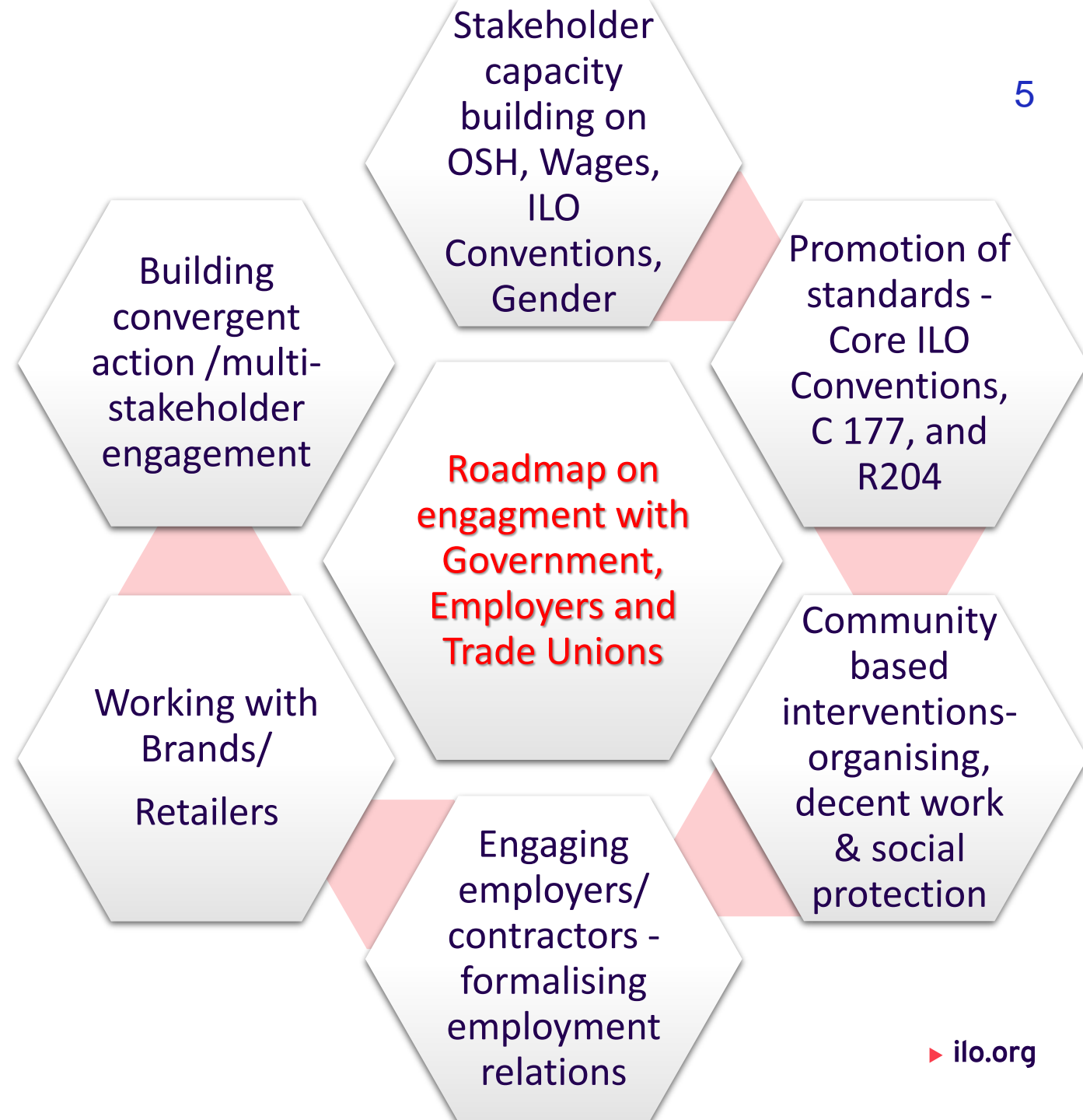


# Working conditions OSH challenges

# Role of agents/sub contractors









# Some initiatives

## Trade Unions and MBOs

- National Working Group – Strategic Agenda
- Drafting National Policy
- Organizing and Unionizing
- Wages, OSH, Collective Negotiation
- Cooperatives and Collectives
- Access to rights and entitlements for improving living and working conditions





# Some initiatives

## Sectoral Employers Organizations

- Sessions on OSH sessions, piece rates aligned with minimum wages
- Workplace improvements
- Acknowledging home work (brands as well)
- Special focus on hazardous homebased work
- Help formalize micro/homebased units and employment relationships
- Enabling transparency and accountability
- Skill development (?)





# Some initiatives

## Government

- Policy framework/Road map
- Prioritizing agenda for informal and home based workers
- Rights as workers – focus on wages and OSH and social protection
- Access to entitlements
- Visibility in data and statistics
- National OSH Policy and Programme
- Skills for informal workers
- Transition from informality to formality – Informality diagnostic and recommendations





# Some initiatives – Capacity Building

## Trade Unions:

- I. More than **14109** workers have organized and unionized (11579 women and 2530 men) using participatory approach by CTUs.
- II. HBWs unions registered, leadership developed
- III. Collectives/cooperatives being formed

## Sectoral Employers' organizations supported

- I. Registration of **150** women-led micro enterprises and small businesses to become part of global supply chains, and **200** small businesses for services support
- II. Conducted trainings in **OSH** and **Piece Rate Wages**
- III. Lead **Health and Safety Code for non ferrous metal work**

More than **13,164** tri-partite participants (5914 men and 7250 women) tripartite plus partners trained on Wages, calculation of piece rate wages in line with minimum wages of the country health and safety, using ILO's WISH Methodology, etc.





# Some Lessons Learned

- ❑ Social dialogue is critical, focus on 'rights based' agenda
- ❑ Mere formalization/well drafted laws may not promote decent work, progressive formalization to reduce decent work deficits
- ❑ National Diagnostics of Informality can help create buyin of constituents and set up priority agenda, focus on macro economic policies in addition to labour
- ❑ Sustaining and promoting small enterprises & business critical
- ❑ Responsible and accountable supply chains is responsibility of all involved in proportion to their power and role
- ❑ Statistical measurement, contribution to economy -- Role in policy formulations
- ❑ Bridging of 'silos' between different types of workers and sector – while they may require different practical approaches, the policy challenges are similar
- ❑ Long term comprehensive pilots, understand how and which policy coherence processes are needed, complexities in enforcement, innovative models as pilots as well to see enforcement



# What works

The role of state is important, ***Social dialogue is critical***

Balancing needs of workers, businesses and governments.

Accountability and responsibility across the supply chains/work organization.

Partnerships apply the principles (of the ILO - tripartite, value-based and mandate-driven)

Inclusive approach - Full involvement of the workers (and interest groups), especially those who are excluded, vulnerable, invisible, and lack collective voice

Global agenda and mandate

National context, participation and adaptation

Horizontal and vertical linking of existing structures and resources

Inclusion, diversity, comprehensive & multi-pronged approach





# Thank You

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